

**Minneapolis Police Department
Personnel File**

**EMPLOYMENT
SECTION**

Employee: Keyes, RYAN

Badge / Employee Number: 3714

*Indicates required info

City of Minneapolis Human Resources Department
250 South 4th Street, Room 100
Minneapolis, MN 55415-1339

FILED BY MRMAR 9 2018

Employee Job Change Form

*Employee ID Number:	003714	*Employee Name:	Ryan Keyes
*Effective date of Action:	12/19/17	*Action/Reasons:	Pay Rate Change City Step Adjustment
*Are these changes permanent?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	If temporary, indicate expected end date:	
*Is this a Detail?	<input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
*Is this a Concurrent Job?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
*Dept Code:	POLICE DEPARTMENT - 4000000	*Location Code:	4000C
		*Company Code:	MPL (City and MBC)

*Job Code/Job Title: _____

Position Number (if applicable): _____

REGULAR/TEMPORARY/SEASONAL STATUS	HOURS STATUS
Regular <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Full-Time
	<input type="checkbox"/> Part-Time (enter hours per week):
	<input type="checkbox"/> Intermittent (enter approximate hrs per week):
EMPLOYEE CLASS	CLASSIFICATION INDICATOR
EXEMPT FROM CIVIL SERVICE ACT	STANDARD HOUR PERIOD (REGULAR, PART-TIME, INTERMITTENT)

Salary Plan	Salary Grade	Current Step	Low Step	High Step Rate	Rate Base Max
	16-Recruit	1		29.783	30.976

REG					
REG					
REG					
<input type="checkbox"/> None <input type="checkbox"/> 3 Months <input type="checkbox"/> 6 months <input type="checkbox"/> 12 months <input type="checkbox"/> Other					

Non-Sworn	<input checked="" type="checkbox"/> Sworn	Exempt	Medicare Only	Subject

No Yes

*Submitted By (type or print name below)	*Date - enter below
Heather Rende	02/01/18
*Approved By (Signature of authorized department representative below)	*Date - enter below
<i>Heather Rende</i>	02/01/18
*If Transfer (Signature of approving department representative below)	*Date - enter below
*If Transfer or Voluntary Demotion (Employee Signature below)	*Date - enter below
*Entered into HRIS by (HRIS Representative Signature below)	*Date - enter below
<i>Wesley Brown</i>	2/1/2018

*Indicates required info

City of Minneapolis Human Resources Department
250 South 4th Street, Room 100
Minneapolis, MN 55415-1339

FILED BY M R MAR . 9 2018

Employee Job Change Form

*Employee ID Number:	003714	*Employee Name:	Ryan Keyes
*Effective date of Action:	12/19/17	*Action/Reasons:	Pay Rate Change City Step Adjustment
*Are these changes permanent?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	If temporary, indicate expected end date:	
*Is this a Detail?	<input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
*Is this a Concurrent Job?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
*Dept Code:	POLICE DEPARTMENT - 4000000	*Location Code:	4000C
		*Company Code:	MPL (City and MBC)

*Job Code/Job Title: _____

Position Number (if applicable): _____

REGULAR/TEMPORARY/SEASONAL STATUS	HOURS STATUS
Regular	<input checked="" type="checkbox"/> Full-Time
	<input type="checkbox"/> Part-Time (enter hours per week):
	<input type="checkbox"/> Intermittent (enter approximate hrs per week):
EMPLOYEE CLASS	CLASSIFIED INDICATOR
PAY GROUP (if Detail use positive pay group for all records)	STANDARD HOURS PER WEEK (Use 0 for details or intermittent)

Salary/Adm Plan	Salary Grade	Current Step	New Step	Current Base Rate	New Base Rate
		16-Recruit	1	29.783	30.976

JOB EARNINGS DISTRIBUTION (Combo Code)						
Percent	Earn Code	Fund	Department	Task	Project	Activity
	REG					
	REG					
	REG					

PROBATION					PROBATION END DATE	DATE LAST WORKED
<input type="checkbox"/> None	<input type="checkbox"/> 3 Months	<input type="checkbox"/> 6 months	<input type="checkbox"/> 12 months	<input type="checkbox"/> Other		

Union Code	New Union Code	Officer Code	FICA Status
		<input type="checkbox"/> Non-Sworn <input checked="" type="checkbox"/> Sworn	<input type="checkbox"/> Exempt <input type="checkbox"/> Medicare Only <input type="checkbox"/> Subject

Requires SEI (Statement of Economic Interest) No Yes

*Submitted By (type or print name below)	Heather Rende	*Date - enter below	02/01/18
*Approved By (Signature of authorized department representative below)	<i>[Signature]</i>	*Date - enter below	02/01/18
*If Transfer (Signature of approving department representative below)		*Date - enter below	
*If Transfer or Voluntary Demotion (Employee Signature below)		*Date - enter below	
*Entered into HRIS by (HRIS Representative Signature below)		*Date - enter below	

APPLICANT INFORMATION

M
T
NA
✓

FILED BY MRMAR . 9 2018

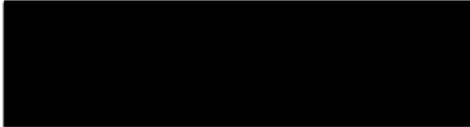
8. What is your full legal name?

Keyes _____ Ryan _____  _____
(last) (first) (middle)

9. List any other name(s) you have used or been known by, including nicknames *and the date of any name changes (If none, write N/A).*

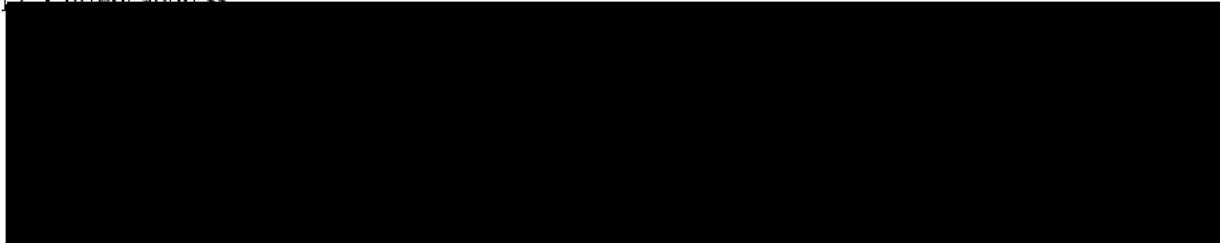
N/A _____

10. Date of Birth:



11. Social Security Number

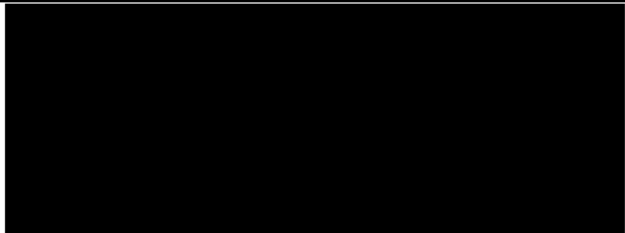
12. Current address:



13. Home Phone:

14. Work Phone:


15. Cell Phone:



16. List e-mail addresses/Social Media (list all e-mail addresses and social media user names that you use including but not limited to Facebook, Twitter, Snapchat, LinkedIn, Reddit, etc.).



17. List full names and dates of birth of adults that occupy your household (include visiting, living and *part-time*)

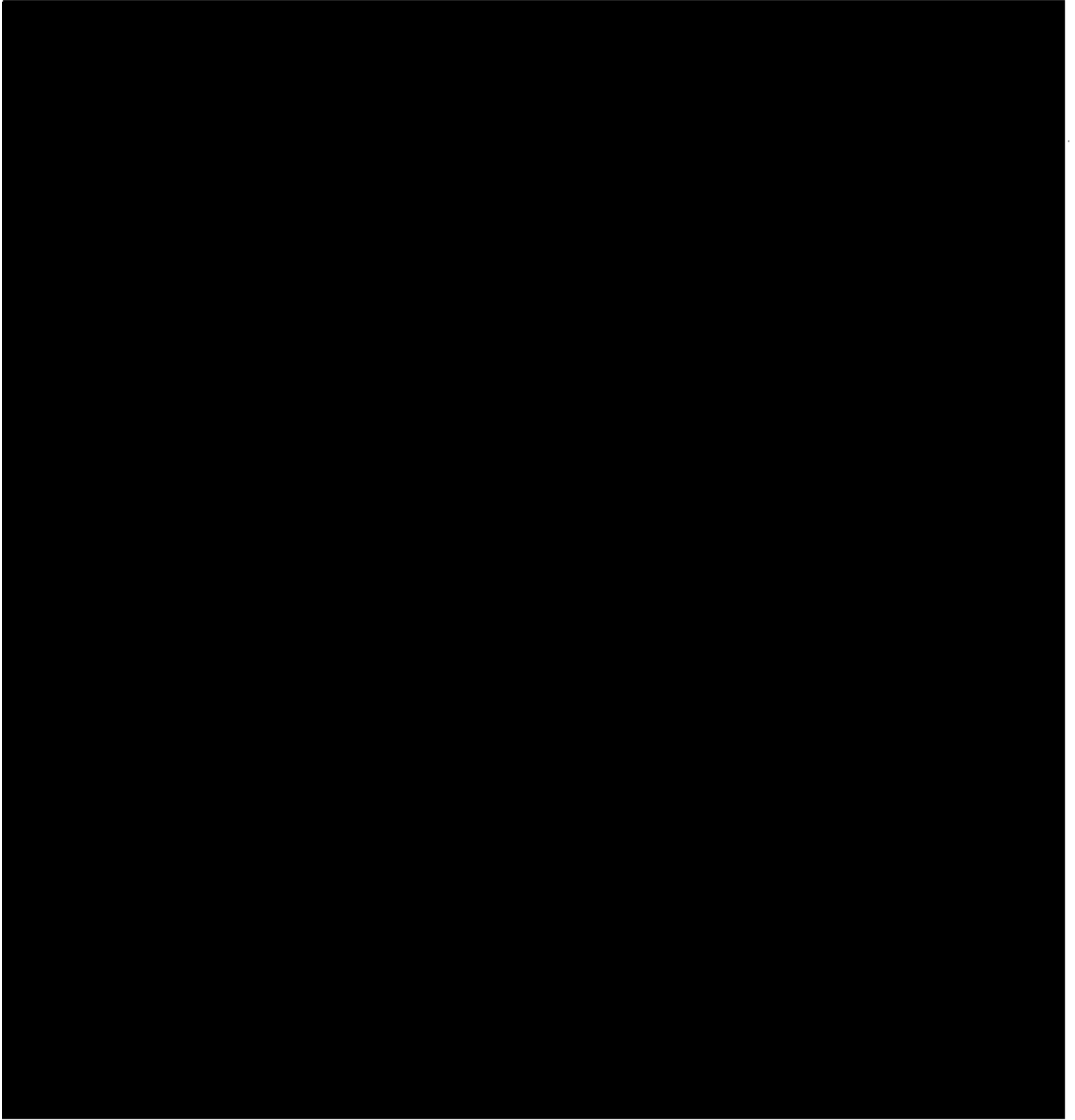


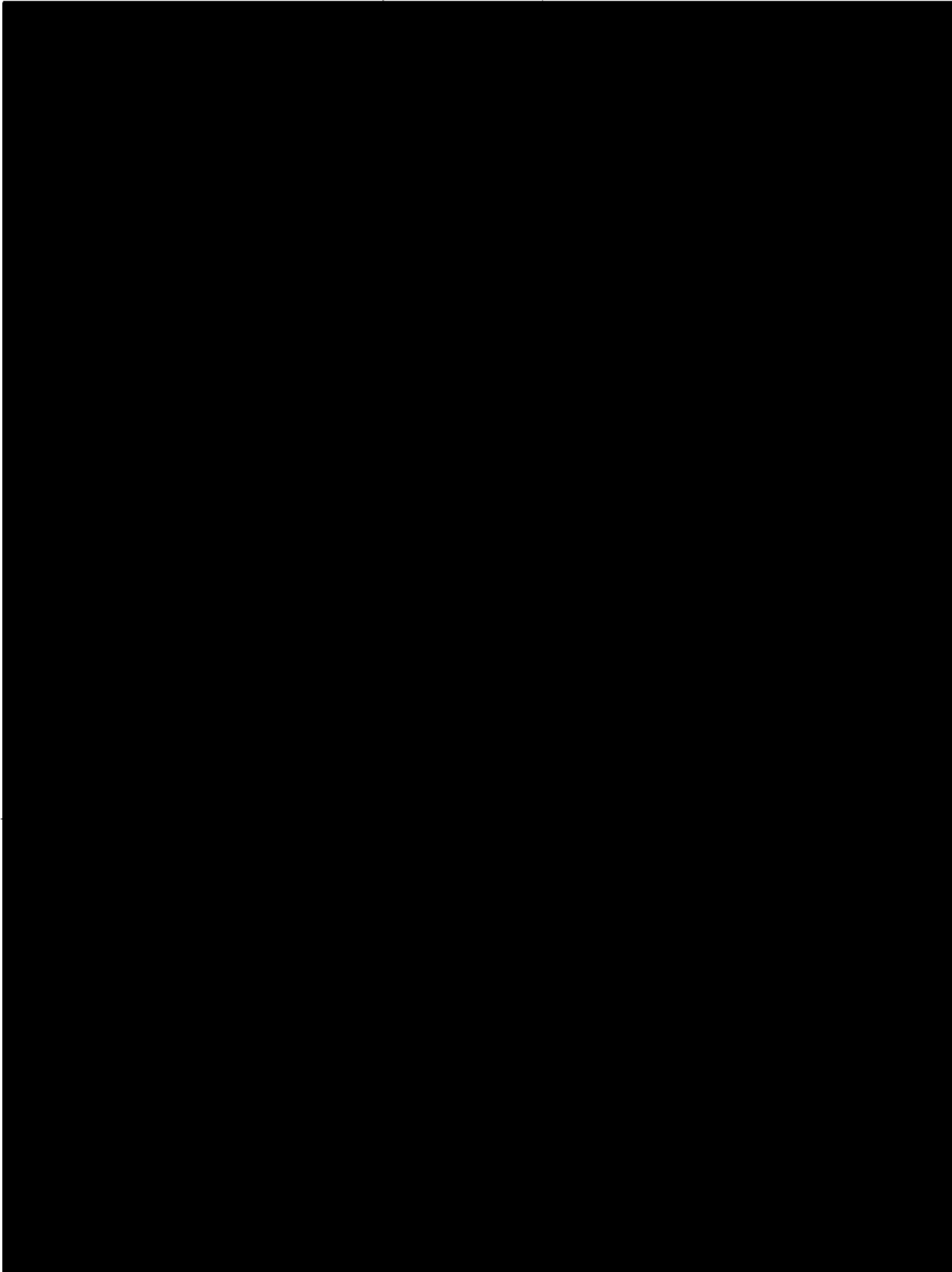
(last) (first) (middle) (birth date) (e-mail)

(last) (first) (middle) (birth date) (e-mail)

(last) (first) (middle) (birth date) (e-mail)


MINNESOTA P.O.S.T. BOARD STATUS






EDUCATION HISTORY


28. Beginning with your most recent, and in chronological order, list all colleges and high schools you have attended. Provide a copy of an official transcript from all colleges and high schools attended for any length of time. If additional space is needed, make copies of the needed pages.

A. Metropolitan State Law Enforcement NO
 (school) (degree/major) (graduated? Yes No)
1/12 12/13
 (from: month/year) (to: month/year)
records.registration@metrostate.edu 
 (registrar's e-mail) (registrar's phone)
700 E 7th St. St. Paul, MN N/A
 (registrar's address) (suite number)
Saint Paul Ramsay MN 55106
 (city) (county) (state) (zip)

B. Hennepin Tech E.M.S. NO
 (school) (degree/major) (graduated? Yes No)
8/10 12/10 again in 2013
 (from: month/year) (to: month/year)
Julie.Higdem@HennepinTech.edu 
 (registrar's e-mail) (registrar's phone)
9000 Brooklyn Blvd Julie
 (registrar's address) (suite number)
Brooklyn Park Hennepin MN 55445
 (city) (county) (state) (zip)

A. MCTC Law Enforcement Yes
(school) (degree/major) (graduated? Yes No)

8/07 10/09
(from: month/year) (to: month/year)

Michèle.Copeland@minneapolis.edu 
(registrar's e-mail) (registrar's phone)

1501 Hennepin Ave Attn: Michèle Copeland
(registrar's address) (suite number)

Minneapolis Hennepin MN 55403
(city) (county) (state) (zip)

C. North Hennepin N/A NO
(school) (degree/major) (graduated? Yes No)

1/06 5/06
(from: month/year) (to: month/year)


registration@NHCC.edu 
(registrar's e-mail) (registrar's phone)

7411 85th Ave N Leimbek
(registrar's address) (suite number)

Brooklyn Park Hennepin MN 55445
(city) (county) (state) (zip)

D. Monticello High/Turning Point ALP Yes
(school) (degree/major) (graduated? Yes No)

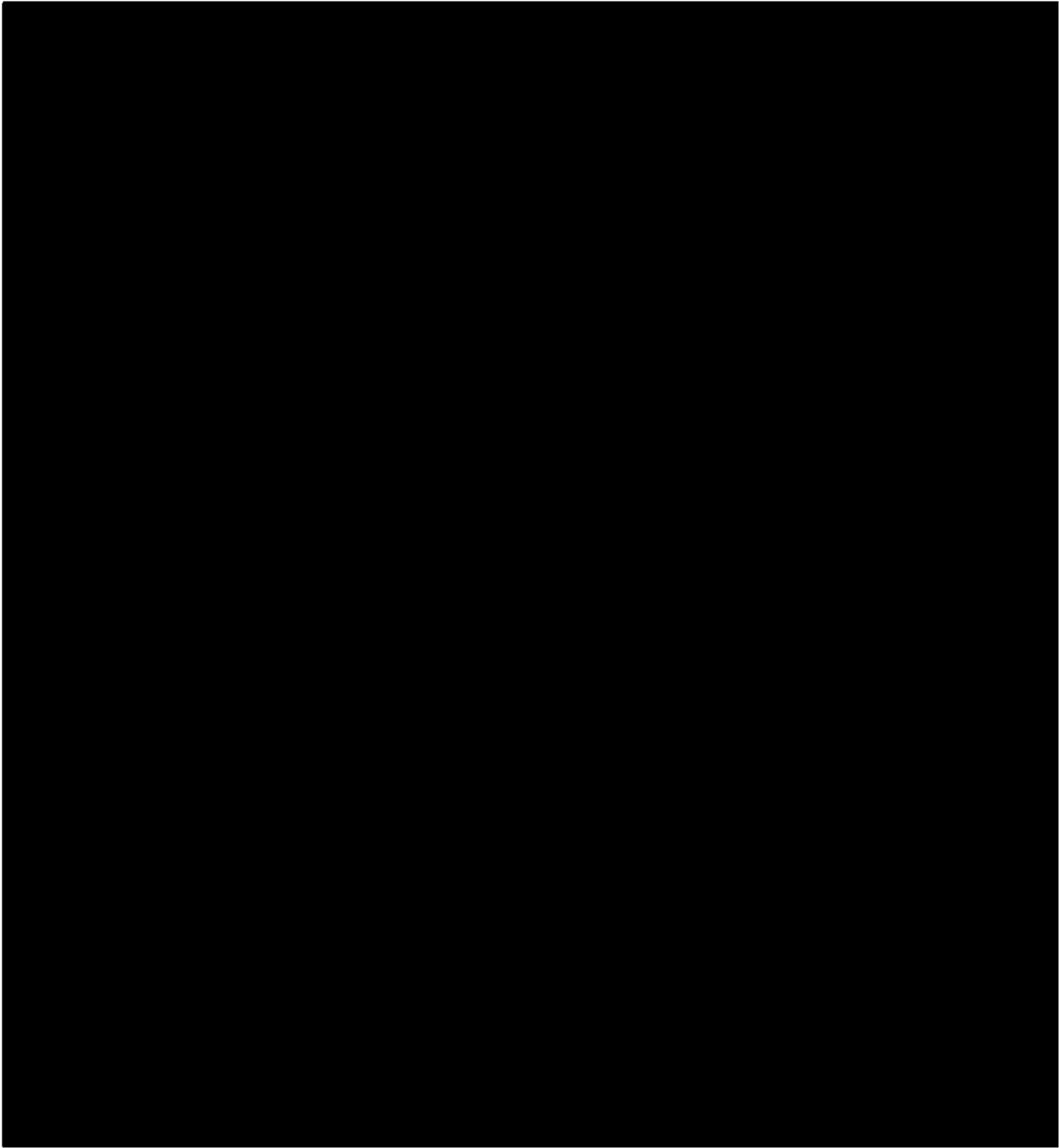
9/01 6/05
(from: month/year) (to: month/year)

Kaitlin.Lanners@monticello. 
(registrar's e-mail) 112.MN, US (registrar's phone)

5275 School Blvd
(registrar's address) (suite number)

Monticello Wright MN 55362
(city) (county) (state) (zip)


MILITARY SERVICE



EMPLOYMENT HISTORY

49. List, in chronological order, all your employment since you were eighteen years old. *Begin with your present employer* (full time, part time, seasonal, etc.); *omit none*. Give correct and complete information. Indicate the full name under which you were employed if different from your present name. *If additional space is needed, make copies of the needed pages.*

A. Anoka County Sheriff's Office 
 (present employer) (phone)


Lucas Mevarden Lucas.Mevarden@co.anoka.MN.us 
 (immediate supervisor) (e-mail address) (phone)

325 E. Jackson St.
 (address)

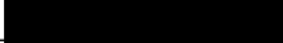
Anoka Anoka MN 55303
 (city) (county) (state) (zip)

7/12 Current Detention Deputy
 (from: month/year) (to: month/year) (position)

Job description/Duties and reason for leaving:

Supervise inmates / protect safety, security of jail.


B. Cub Foods 
 (employer) (phone)

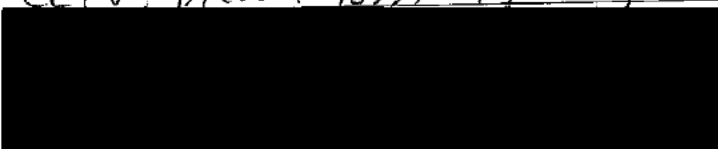
Josh Ceasar Joshua.J.Ceasar@SuperValu.com 
 (immediate supervisor) (e-mail address) (phone)

7555 W. Broadway
 (address)

Brooklyn Park Hennepin MN 55428
 (city) (county) (state) (zip)

1/2008 7/2012 Loss Prevention Agent
 (from: month/year) (to: month/year) (position)

Job description/Duties and reason for leaving:

CCTV, prevent loss, stop shoplifters, Investigate internal theft.


C. De Angelos Inc N/A
 (employer) (phone)

Adam Messer N/A N/A
 (immediate supervisor) (e-mail address) (phone)

9351 Cedar St
 (address)

Monticello Wright MN 55362
 (city) (county) (state) (zip)

1/08 1/08 Delivery Driver
 (from: month/year) (to: month/year) (position)

Job description/Duties and reason for leaving:

Deliver/make pizza take orders



D. Movie Gallery N/A
 (employer) (phone)

Todd Horan N/A N/A
 (immediate supervisor) (e-mail address) (phone)

9371 Cedar St
 (address)

Monticello Wright MN 55362
 (city) (county) (state) (zip)

8/07 1/08 Senior Customer Service Associate
 (from: month/year) (to: month/year) (position)

Job description/Duties and reason for leaving:

Customer Service, handle cash, manage employees.



E. J. H. Fagan Co (employer) [REDACTED] (phone)
Bob Therrien (immediate supervisor) N/A (e-mail address) [REDACTED] (phone)
3340 Winpark Drive (address)
Crystal (city) Hennepin (county) MN 55427 (state) (zip)
9/06 (from: month/year) 5/07 (to: month/year) Warehouse Assistant (position)

Job description/Duties and reason for leaving:

Shipping/Receiving order scheduling cleaning



F. Manpower Inc (employer) N/A (phone)
N/A (immediate supervisor) N/A (e-mail address) N/A (phone)
505 N. Hwy 169 Suite 170 (address)
Plymouth (city) Hennepin (county) MN 55441 (state) (zip)
8/06 (from: month/year) 9/06 (to: month/year) Temp. (position)

Job description/Duties and reason for leaving:

Blockbuster Online Sort DVD's



Name: Keyes, Ryan

SSN: [REDACTED]

Minneapolis Community and Technical College
Undergraduate Academic Record
1501 Hennepin Ave
Minneapolis MN 55403

Date of Issue: 02/14/2017

Page: 1 of 1

Student Campus ID: [REDACTED]

Student Number: [REDACTED]

Subj. Nbr	Title	Course	Credit	Grade	Earned	Credit	GPA	GPA
							Pts	Pts
Inst: Name: Minneapolis Community & Technical College Award Name: Associate in Science Major: Law Enforcement Awarded on: [REDACTED]								
North Hennepin Community College UNDGR SEMESTER Credits Accepted in Transfer Summer 2007: 3.00 ***** Minneapolis Community and Technical College ***** Summer 2007								
Fall 2007								
Major: Law Enforcement ENGL 1110 College Engl 1 SOCI 2455 Intro Criminal Justice ALTH 2249 First Responder LAWE 2220 Criminal Investigation								
Spring 2008 ENGL 1111 College English 2 PSYC 1100 Applying Psychology SPCH 1010 Interpersonal Communicat SOCI 2315 Family Violence								
Summer 2008 Sophomore PSCT 1301 American Gov and Pol SOCI 2165 American Minority Relat								
Fall 2008 PSOL 2000 Constitutional Law LAWE 1215 Police and Community BIOL 1120 Nutrition PHIL 1171 Ethics								
Spring 2009 PHED 1125 Weight Training LAWE 2251 Criminal Just Srv Lrn LAWE 2240 Patrol Operations LAWE 2231 MN Criminal/Traffic Code LAWE 2230 Legal Iss/Law Enforcemt LAWE 2225 Criminal Investigation								
Fall 2009								
Special LAWE 2299 Law Ent Intern Practicum Career Undergrad Summer - Semester Hours ***** END OF ACADEMIC TRANSCRIPT *****								

In compliance with the Family Educational Rights and Privacy Act of 1974, this transcript has been released at the request of the student and may not be released to any other party without written consent of the student.

Registrar
A raised seal is not required.

MINNEAPOLIS COMMUNITY AND TECHNICAL COLLEGE
 1501 Hennepin Ave, Minneapolis, MN 55403
 612-659-6000 www.minneapolis.edu

FILE No. 002362

A member of the Minnesota State Colleges and University System (MnSCU)

In accordance with the Family Educational Rights and Privacy Act (FERPA) of 1974, as amended, this transcript cannot be released without written request from the student.

Institutional History

Minneapolis Community and Technical College was created in 1996 when Minneapolis Community College merged with Minneapolis Technical College. Prior to the merge, the names of both institutions underwent changes after their inception. This transcript may therefore include any coursework from the following institutions:

- Minneapolis Community College, 1980-1996
- Metropolitan Community College, 1972-1980
- Metropolitan State Junior College, 1965-1972

- Minneapolis Technical College, 1987-1996
- Minneapolis Technical Institute, 1980-1987
- Minneapolis Area Vocational Technical Institute, prior to 1980

Coursework from Metropolitan State Junior College prior to 1968, and all coursework from Minneapolis Area Vocational and Technical Institute, will be indicated on a separate transcript. Certain courses from Minneapolis Area Vocational and Technical Institute are recorded in clock hours. One semester credit is equal to 36 clock hours.

Accreditation

Minneapolis Community and Technical College is accredited by the North Central Association of Colleges and Secondary Schools, Higher Learning Commission. Many specialized programs also have professional accreditation.

Academic Calendar/Enrollment Terms

Credits are recorded in quarter hours through Summer Session II 1998. Beginning Fall Semester 1998, credits are recorded in semester hours.

Grading System and Grade Point Equivalents

- A = 4.00
- B = 3.00
- C = 2.00
- D = 1.00
- F = 0.00
- N = 0.00 No credit (*no longer used*)
- NC = 0.00 No credit
- P = 0.00 Pass, credit granted

Fall 2000 to present, Pass is equal to C level coursework or higher. Prior to Fall 2000, Pass is equal to D level coursework or higher.

- I = 0.00 Incomplete
- W = 0.00 Withdrawal, no credit
- AU = 0.00 Audit, no credit

GPA Calculation: Total grade points divided by total credit hours.

Cumulative GPA: Divide total number of grade points by the total number of credits taken for a grade of A, B, C, D, or F.

Course Numbering System

Semester courses numbered below 1000, and quarter courses numbered below 0100, are developmental and not applicable to any degree or award. Consortium agreements with other institutions are designated as CC 1000. Courses offered by the Continuing Education and Customized Training department are non-credit and are designated as CE or CT.

ADA Statement

This document can be made available in alternative formats to individuals with disabilities by calling 612.659.6730 (voice) or through the Minnesota Relay Service at 1.800.627.3529.

Transcript Symbols

- R Repeat
- // Repeated course, counted in GPA
- () Repeated course, not counted in GPA
- Z Grade not yet submitted; course may be in progress
- > Developmental; not applicable to degree

EX Exchange course offered by consortium agreement (*no longer used*)

TR Advanced standing granted per transfer work (*no longer used*)

V Audit (*no longer used*)

WF Withdrawal while failing (*no longer used*)

WP Withdrawal while passing (*no longer used*)

* Grade not submitted (*no longer used*)

** Grade not submitted (*no longer used*)

Degrees and Awards Granted

Associate of Applied Science

Associate of Arts

Associate Degree (*no longer granted*)

Associate of Fine Arts

Associate of Liberal Arts (*no longer granted*)

Associate of Science

Diploma

Certificate

Graduation Honors

Effective Spring 2000, honors are awarded to students with a cumulative grade point average of 3.5 and all graduating from degree programs. Prior to Spring 2000, all students with a cumulative grade point average of 3.5 and above were eligible to graduate with honors.

MCTC is an equal opportunity educator and employer

Revised 08/07/2015

TO TEST FOR AUTHENTICITY: The face of this transcript is printed on purple security paper with the name of the institution appearing in white type over the face of the entire document. When photocopied, the words COPY COPY appear over the face of the entire document. A black and white or color copy of this document is not an original and should not be accepted as an official institutional document.

MINNEAPOLIS COMMUNITY AND TECHNICAL COLLEGE • MINNEAPOLIS COMMUNITY AND TECHNICAL COLLEGE • MINNEAPOLIS COMMUNITY AND TECHNICAL COLLEGE

ADDITIONAL TESTS: Apply fresh liquid bleach to the sample background printed below. If authentic, the paper will turn brown.

The square to the left on an ORIGINAL TRANSCRIPT is printed in thermochromic ink. When rubbed or breathed upon, the ink will fade and then gradually return to normal.

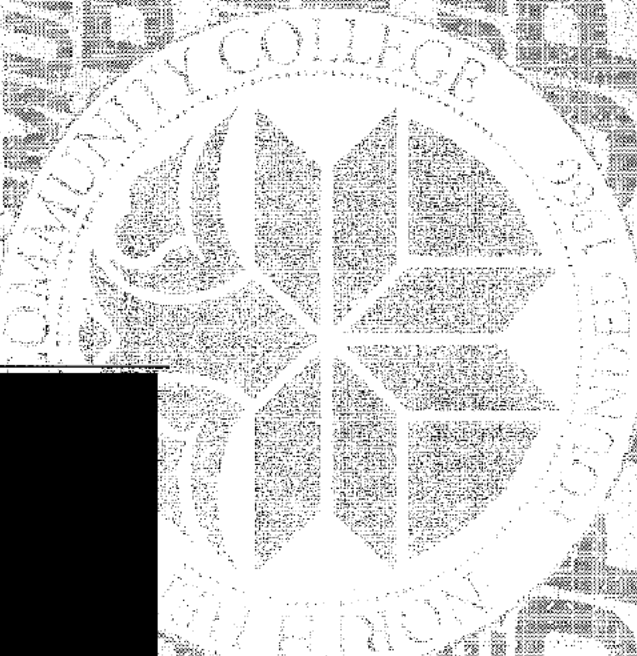
North Hennepin Community College
 Undergraduate Academic Record
 7411 85TH AVE N
 BROOKLYN PARK MN 55445

Subj Nbr	Title	Course Credit	Grade	Credit Earned	GPA	Credit	GPA
					Pts		Pts

**** North Hennepin Community College ****

Spring 2006
 Major: Liberal Arts

Freshman
 PSYC 1150 Gen Psychology
 MATH 0901 Intro Algebra
 ENGL 1111 Fresh Engl I
 SOC 1110 Introduction to Sociology



RAISED SEAL NOT REQUIRED

In accordance with USC 438 (G) (4) (B) The Family Educational Rights and Privacy Act of 1974 you are hereby notified that this information is provided upon the condition that you, your agent or employees, will not permit any other party access to this record without your consent of the student. Alterations of this transcript may be a criminal offense.

Melissa M. Lembek, Registrar

Metropolitan State University
 700 East Seventh Street, Saint Paul MN 55106-5000
 651.793.1300 www.metrostate.edu
 FICE No. 010374
 A member of the Minnesota State Colleges and Universities system

History of Metropolitan State University

Metropolitan State University was established in 1971 by the Minnesota Legislature expressly to serve students in the metropolitan area whose needs were not being met by other educational institutions. Metropolitan State admitted its first students in 1972. As an innovative university with a commitment to excellence, Metropolitan State has acquired a national and international reputation for its successful approach to high-quality teaching and learning for students of all ages.

Accreditation

Metropolitan State University is accredited by The Higher Learning Commission and a member of the North Central Association (230 South LaSalle Street, Suite 71500, Chicago, IL 60604-1411; 1.800.621.7440). The Bachelor of Science, Master of Science in Nursing and Doctor of Nursing programs are accredited by the Commission on Collegiate Nursing Education. The Bachelor of Social Work program is accredited by the Council on Social Work Education.

Academic Calendar/Enrollment Terms

Credit is recorded in quarter hours through summer 1998. Credit is recorded in semester hours beginning fall 1998. For students enrolled prior to fall 1998 that continued to enroll after fall 1998, a quarter to semester conversion line will appear on the transcript converting all credits earned and transferred from quarter to semester hours.

Official Grading Policy

Metropolitan State University adopted its first official grading and point averaging policy fall quarter 1994. Prior to fall 1994, letter grades, in addition to narrative course evaluations, could be requested by the student; however an official GPA was not calculated. Only narrative transcripts will be issued for courses taken prior to 1978. Upon request, a narrative transcript may be issued in addition to a standard transcript for courses between 1978 - fall semester 1994.

An equal opportunity educator and employer

Grading System

1972 through summer 1994:
 S=Competence Achieved and indicates performance at "C" grade level or better for undergraduate courses, and "B" or better for graduate courses.
 NC=No Competence

Fall 1994 to Present

Grades included in GPA calculations	
A = 4.00	C+ = 2.33
A- = 3.67	C = 2.00
B+ = 3.33	C- = 1.67
B = 3.00	D** = 1.00
B- = 2.67	F** = 0.00

**Grades of D or F may be repeated. In these cases the grades are not averaged.

GPA is calculated by dividing GPA Points (GPA Pts) by GPA Credits (GPA Crs) for Metropolitan State University and consortium courses.

Grades not included in GPA calculations

AU	Audit
I	Incomplete
NC	No Competence
S	Competence
W	Withdrawal
Z	In Progress

Transfer Credits

Prior to fall 1998, credits accepted from another institution of higher learning or by petition are recorded in quarter hours in the space marked transfer credits. Transfer credits entered fall 1998 or later are recorded in semester hours.

Authenticity

Official paper transcripts must bear the raised seal of Metropolitan State University and the Registrar's signature. Official e-transcripts have a cover page and are marked **eTranscript** in upper right corner.

FERPA/Release of Information

In accordance with the Family Educational Rights and Privacy Act of 1974, as amended, information from this transcript may not be released to any other party without the written consent of the student.

Course Numbering

1972 through summer 1994: No course numbers given. All undergraduate courses are at the upper division level. All graduate courses are so noted.

Fall 1994 to present: Course numbers designate the level of learning opportunity.

- 100 Level-Introductory Courses
- 200 Level-Introductory Courses
- 300 Level-Intermediate Courses
- 400 Level-Intermediate Courses
- 500 Level-Advanced Courses
- 500G Level-Graduate Courses
- 600 Level-Graduate Courses
- 700 Level-Doctoral Courses
- 800 Level-Graduate Courses (through 1998)
- 7000 & 9000 Level-Non-Credit Courses

- ***I-Course Lab
- ***A-Study Abroad Courses
- ***I-Independent Study Courses

Transcript Symbols

- [] Indicates courses excluded from credit, GPA calculations, and degree requirements
- < Consortium course/Dual enrollment
- > Not applicable to degree
- // Repeated course, counted in credit and GPA calculations
- () Repeated course, not counted

Graduation Honors

Prior to 2012, honors was awarded to the top 10 percent of each college. Currently, honors is awarded as follows:

- Summa Cum Laude 3,900 of higher
- Magna Cum Laude 3,800 to 3,899
- Cum Laude 3,700 to 3,799

ADA Statement

Metropolitan State is committed to making all buildings, programs, and services accessible to all students and to comply with the Americans with Disabilities Act. It is important that students with documented disabilities inform university staff of their specific needs as far in advance as possible.

Last Revision 03/20/2016-

TO TEST FOR AUTHENTICITY: The face of this document has a blue background and the name of the institution printed across the face. Also note this *Safesimage™* security paper is produced with the highest level of security available today. Verification of some of these security features can be accomplished by:

- Noting the *Safesimage™* security paper is watermarked. Hold up to transmit light to verify.
- Identifying visible blue and red fibers embedded into the paper.
- Inspecting with a UV black light to view invisible fluorescent blue fibers.
- Applying fresh liquid bleach to activate color stain chemical protection reaction.
- Inspect background with a magnifier to verify the encrypted NanoCopy™ algorithm.
- Photocopying this document produces the word "COPY" across the face.



U.S. Security Features: 696.874, 5.772.246, 5.873.804, 5.704.651, 6.996.927, 6.665.406, 6.662.000, 7.196.822 | WWW.ISP-VFT.COM





HIRE/PERSONNEL ACTION FORM

Employee Information

Employee: Keyes, Ryan [REDACTED]
 Address 1: [REDACTED]
 Address 2: [REDACTED]
 City: [REDACTED] State: [REDACTED] Zip: [REDACTED]
 Phone: [REDACTED]
 Gender: [REDACTED] Ethnicity: [REDACTED]

Hire Information

Person ID: [REDACTED]
 Job Class #: 08173C Job Class: Police Officer
 Hire Date: 08/07/17 Pay Rate: \$29.64
 Department: Police
 Location Code: Police
 Hire Req. #: [REDACTED] Job Term: Full-time
 Comments: Badge 3714 EEID 003714

Additional Information

Action/Action Reason: Hire, New Hire - Regular
 Salary Step: 16
 Earnings Distribution % - 1: 100
 Earnings Distribution % - 2: [REDACTED]
 Combo Code - 1: [REDACTED]
 Combo Code - 2: [REDACTED]
 Probationary Date:
 Expected End Date:

Printed on July 27, 2017

Minneapolis Police Department

Candidate Information		
First Name Ryan	Middle Name [REDACTED]	Last Name Keyes
Date of Birth	Marital Status	Social Security Number
[REDACTED]		
Emergency Contacts		
Primary	[REDACTED]	
[REDACTED]		

Please type or print – must be legible. Return completed form to MPD Human Resources
Email: heather.rende@minneapolismn.gov or Fax: 612-235-7910

The above information is necessary to expedite the hiring process in the event you are selected for a final job offer.
By completing this form it does not promise and/or imply a final job offer. Final job offers will be made if you successfully pass all pre-employment exams. If you do not receive a final offer, this information will be destroyed.

MPD HR use only



Minneapolis
City of Lakes

Police Department

Janaé L. Harteau
Chief of Police

850 South 5th Street - Room 130
Minneapolis, MN 55415-1389

612 673-2735
TTY 612 673-2157
July 21, 2017

Ryan Keyes
[REDACTED]

Dear Ryan,

Congratulations! I am pleased to extend a final job offer to you, for the position of Police Recruit with the Minneapolis Police Department. You have passed all of the requirements necessary for entrance into our Police Academy.

Salary: You will begin at the Recruit Step on our salary schedule, which is \$29.63 per hour. Thereafter, eligibility for subsequent step progression shall be as established by the Labor Agreement, assuming successful completion of performance requirements. City employees are paid bi-weekly. You will receive your first full paycheck on September 1, 2017.

Probation: Your probationary period will end upon having serviced 12 months as a sworn Police Officer with MPD. The primary objectives of a probationary period are training and evaluation of your job performance. You shall also receive informal review and feedback of your performance.

Vacation: Vacation time is determined on the basis of continuous years of service. You are eligible for 12 days of vacation your first year. Vacation leave balances can be carried over from year-to-year up to a maximum of 400 hours. You will be eligible to use accrued vacation after 6 months of service.

Sick Leave: Full time employees earn up to twelve 12 days of sick leave per year. Sick leave balances can be carried over from year-to-year. You may begin to use sick leave immediately.

Union: Your job classification is represented by the **Police Officers Federation**. Their main number is 612-788-8484. You can review your contract at www.minneapolismn.gov/hr/laboragreements.

Healthcare: You will be eligible for benefits and City paid contributions towards the cost of medical, dental, and life insurance plans effective **October 1, 2017**. Please visit www.ci.minneapolis.mn.us/benefits for more detailed plan information. You may also contact our Benefit Division at 612-673-3333 for assistance with your benefit questions.



www.ci.minneapolis.mn.us

Affirmative Action Employer

Orientation: Monday, August 7, 2017 - Please report to the MPD Strategic Operations Center located at 4119 DuPont Avenue North, Minneapolis, no later than 0800 hours. Come dressed in business attire and bring your Physical Training (PT) gear. Your first Academy PT test will be given that afternoon.

Human Resources Representatives will be in attendance on your first day to provide you with helpful information, to answer questions, and to complete the remainder of your employee paperwork.

I-9 Requirements Prior to Start Date:

Identity verification and employment eligibility to work in the United States is now processed through Equifax with E-Verify. This is a paperless process in which you will complete section 1 of the I-9 form online, prior to your first day:

- Log onto www.newi9.com to complete section 1 of the I-9 Form
- User employer code [REDACTED]
- You will see a link for instructions once you have signed in

Please note that you are also required to present the original documents to prove your identity and authorization to work in the United States on your first day of employment.

Academy: The Police Academy is 18 full weeks of training. Except for the first day, your hours during the Recruit Academy will be Monday through Friday from 0730 – 1600 hours.

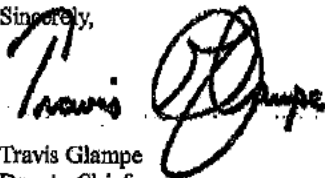
Uniforms and Equipment: See enclosed equipment document.

Contacts: If you have questions or concerns, feel free to call either of the following:

- Sergeant Steve Bantle [REDACTED]
- Heather Rende, Human Resources Consultant [REDACTED]

We look forward to seeing you on your first day with the Minneapolis Police Department.

Sincerely,



Travis Glampe
Deputy Chief
Office of Professional Standards
Minneapolis Police Department

Enclosure: Required Equipment for Minneapolis Police Recruits

Cc: Employee Personnel file
Department HRIS Administrator

I, Ryan Keyes accept the job offer of Police Officer as outlined in this letter.

Signature

Date

7/21/17

ACKNOWLEDGMENT

OF

Special Order S13-047

Regarding Non-Public Data

By signing this Acknowledgment* I certify that I have read Special Order S13-047 and reviewed the specific Policy and Procedures listed in the Order. I further acknowledge that I am required to protect data in accordance with state and federal law and MPD policy and that the failure to do so may subject me to criminal charges as well as discipline, up to and including discharge.

This Acknowledgment supplements my receipt of the electronic version of the MPD Policy and Procedure Manual.

EMPLOYEE NAME: Ryan [REDACTED] Keys
(please print)

EMPLOYEE SIGNATURE [Signature] Date: 7/21/17

BADGE/IDENTIFICATION NUMBER: 003714

SUPERVISOR'S NAME AND SIGNATURE [Signature] Date: 7/26/17

Employees must sign in front of their supervisors. Supervisors must collect the signed forms and deliver them to their respective Inspector, Commander or Director.

* Returning a signed acknowledgment form to your supervisor is mandatory.

PART B: Information About Health Coverage Offered by the City of Minneapolis

This section contains information about any health coverage offered by the City of Minneapolis. If you decide to complete an application for coverage in the Marketplace, you will be asked to provide this information. This information is numbered to correspond to the Marketplace application.

3. Employer Name: City of Minneapolis		4. Employer Identification Number (EIN) 41-8005375	
5. Employer Address 350 South 5 th Street		6. Employer Phone Number 612-673-3333	
7. City Minneapolis		8. State MN	9. ZIP Code 55415
10. Who can we contact about employee health coverage at this job? Human Resources Benefits Consultant			
11. Phone Number (if different from above) 612-673-3333		12. Email Address Benefits@minneapolismn.gov	

Here is some basic information about health coverage offered by the City of Minneapolis:

- As your employer, the City offers a health plan to certain employees. Eligible employees are employees who, at the time of hire, are regularly scheduled to work at least 30 hours per week or who average at least 30 hours of service per week during a 52 week measurement period.
- For 2017, the City's lowest cost plan for an individual (non-wellness rate) has a monthly premium of \$20.00.
- With respect to dependents, the City offers coverage. Eligible dependents include the eligible employee's spouse, the eligible employee's child, and any other person who qualifies as a dependent of the employee for the purposes of Sections 105 and 106 of the Internal Revenue Code of 1986, as amended from time to time, as clarified in Revenue Procedure 2008-48.
- The City's coverage is designed to meet the minimum value standard, and the cost of this coverage to you is intended to be affordable, based on employee wages.
- Even though the City intends your coverage to be affordable, you may still be eligible for a premium discount through the Marketplace. The Marketplace will use your household income, along with other factors, to determine whether you may be eligible for a premium discount. If, for example, your wages vary from week to week (perhaps you are an hourly employee), if you are newly employed mid-year, or if you have other income losses, you may still qualify for a premium discount.
- If you purchase a health plan through the Marketplace instead of accepting health coverage offered by the City, then you will lose the City's contribution to the City's health coverage. Also, this City contribution—as well as your employee contribution to the City's health coverage—is excluded from income for Federal and State income tax purposes. Your payments for health coverage through the Marketplace are made on an after-tax basis.

The Marketplace can help you evaluate your health coverage options, including your eligibility for health coverage through the Marketplace and its cost. For more information, including an online application for health coverage, please call 1-855-366-7873 or visit <http://www.mnsure.com/> if you are a Minnesota resident or, <https://www.healthcare.gov/> if you live in any other state for a Health Insurance Marketplace in your area.

I acknowledge receipt of this health insurance Marketplace notice.

Signature: _____

Date: 7/21/17

Employee: Please return the original, signed form to your supervisor and keep a copy for your records.

Supervisor: Please ensure that the original, signed form is filed in the employee's personnel file.

Electronic Communication Policy

Employee Acknowledgement

I have received an electronic or paper copy of,
or reviewed the CityTalk version of

the revised City's Electronic Communication Policy

approved by the Council on September 2, 2005

and effective September 10, 2005.

I understand that I am accountable for knowing and abiding by the Electronic Communication Policy and that I will be held accountable for abiding by this policy and its procedures. I understand how to access the online version of the Electronic Communication Policy in the CityTalk Policy Library.*

*(*If you do not understand how to access the online Policy Library, see your immediate supervisor for training until you are able to successfully access the Library.)*

I understand that this receipt is filed with my personnel records

Signature _____

Date _____

7/21/17



Minneapolis
City of Lakes

Police Department

Janeé L. Harteau
Chief of Police

350 South 5th Street - Room 130
Minneapolis MN 55415-1389

612 673-2735
TTY 612 673-2157

All MPD Personnel:

RE: Important Message Concerning Email

This is a reminder that email privileges are governed by the City of Minneapolis Electronic Communication Policy. The Policy is located on the Intranet at: http://www.ci.minneapolis.mn.us/policies/policies_electronic-communications-policy. Electronic communications are public data and must reflect a positive, professional image of the City of Minneapolis.

The policy covers all electronic communications, including the City's email, and internal and external websites. Every person who was given or has gained access to the City's computer system is responsible for adhering to City standards when electronic communications are sent, received, forwarded, saved or otherwise disseminated. Anyone who uses this system in a manner that is not consistent with City policies may be subject to disciplinary action, up to and including termination.

Employees are prohibited from intentionally viewing, sending or disseminating inappropriate email materials, including harassing, threatening or obscene materials (any materials with ANY sexual connotation). You are encouraged to advise anyone who sends or disseminates such inappropriate materials to stop from doing so. If you view such materials or receive such materials from a City employee, vendor, volunteer or other agent of the City, report it to your immediate supervisor, the Human Resources Generalist, or the Minneapolis Police Department's Internal Affairs Unit. Do not delete the information from your computer until appropriate authorities have had an opportunity to retrieve the information for their investigation. Employee email and/or electronic files may be audited in an attempt to determine if the policy is being violated.

Sincerely,

Chief of Police Janeé Harteau

Name Ryan [redacted] Keyes Employee Number 003714
(Print)

Signature [Handwritten Signature] Date 7/21/17
(Acknowledgment Receipt)



**ELECTRONIC VERSION OF THE MPD
POLICY & PROCEDURE MANUAL**

I understand that I am accountable for knowing and abiding by all policies and procedures contained within the Minneapolis Police Department Policy and Procedure Manual and that I will be held accountable for abiding by the policies and procedures contained therein.

I have read the instructions and understand how to access the online electronic version of the Minneapolis Police Department Policy and Procedure Manual.

If you do not understand how to access the online manual, see your immediate supervisor for training until you are able to successfully access the online manual.

NAME: Ryan [REDACTED] Keyes
(Please print)

SIGNED: [Signature]

BADGE/EMPLOYEE #: 003714

DATE: 7/21/17

SIGNATURE AND RETURN OF THIS RECEIPT IS MANDATORY

Nepotism Acknowledgement Form

You are required to complete and return this form to Human Resources.

By my signature, I acknowledge receipt of the nepotism provision of the City's Ethics Code, Chapter 15, *Ethics in Government*. I further acknowledge that I can access and review the Ethics Code in its entirety via CityTalk at <http://citytalk/policies/policies-council-code-of-ethics.pdf>.

Print Name: Ryan [REDACTED] Keyes
Job Title: Police Recruit Department/Division: Police
Signature: [Signature] Date: 7/21/17

Completed Acknowledgement forms should be sent to:
The Department of Human Resources, PSC Room 100

EMPLOYMENT APPLICATION		
	CITY OF MINNEAPOLIS 250 South 4th Street Room #100 Minneapolis, Minnesota 55415 (612) 673-2282 http://www.minneapolismn.gov/jobs	Received: 1/13/17 8:24 AM For Official Use Only: QUAL: _____ DNQ: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other:
	Keyes, Ryan 2016-00419 POLICE OFFICER (RECRUIT)	

PERSONAL INFORMATION		
POSITION TITLE: POLICE OFFICER (RECRUIT)	EXAM ID#: [REDACTED]	
NAME: (Last, First, Middle) Keyes, Ryan J	SOCIAL SECURITY NUMBER: [REDACTED]	
ADDRESS: (Street, City, State, Zip Code) [REDACTED]		
HOME PHONE: [REDACTED]	ALTERNATE PHONE: [REDACTED]	EMAIL ADDRESS: [REDACTED]
DRIVER'S LICENSE: [REDACTED]	DRIVER'S LICENSE: State [REDACTED] Number: [REDACTED]	LEGAL RIGHT TO WORK IN THE UNITED STATES? [REDACTED]

PREFERENCES	
PREFERRED SALARY: [REDACTED]	ARE YOU WILLING TO RELOCATE? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe
WHAT TYPE OF JOB ARE YOU LOOKING FOR? [REDACTED]	
TYPES OF WORK YOU WILL ACCEPT: [REDACTED]	
SHIFTS YOU WILL ACCEPT: [REDACTED]	
OBJECTIVE: [REDACTED]	

EDUCATION		
DATES: From: 8/2010 To: 12/2010	SCHOOL NAME: Hennepin Technical College	
LOCATION:(City, State) Brooklyn park, Minnesota	DID YOU GRADUATE? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	DEGREE RECEIVED: No Degree
MAJOR: Emergency Medical Services Specialist		UNITS COMPLETED: [REDACTED]
DATES: From: 8/2007 To: 10/2009	SCHOOL NAME: Minneapolis community and Technical College	
LOCATION:(City, State) Minneapolis, Minnesota	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Associate's
MAJOR: Law Enforcement		UNITS COMPLETED: [REDACTED]
DATES: From: 1/2006 To: 5/2006	SCHOOL NAME: North Hennepin Community College	
LOCATION:(City, State) Brooklyn Park, Minnesota	DID YOU GRADUATE? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	DEGREE RECEIVED: No Degree
MAJOR: General		UNITS COMPLETED: [REDACTED]
DATES: From: To:	SCHOOL NAME: Monticello High School/Turning Point ALP	
LOCATION:(City, State) Monticello, Minnesota	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: High School Diploma
DATES: From: 1/2012 To:	SCHOOL NAME: Metropolitan State University	
LOCATION:(City, State) St. Paul, Minnesota	DID YOU GRADUATE? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	DEGREE RECEIVED: Bachelor's
MAJOR: Undeclared		UNITS COMPLETED: [REDACTED]

WORK EXPERIENCE

DATES: From: 7/2012 To: Present	EMPLOYER: Anoka County Sheriff's Office - Jail	POSITION TITLE: Detention Deputy
ADDRESS: (Street, City, State, Zip Code) 325 East Jackson St, Anoka, Minnesota 55303		COMPANY URL:
PHONE NUMBER: [REDACTED]	SUPERVISOR: Luca Meverden - Detention Sergeant	MAY WE CONTACT THIS EMPLOYER? [REDACTED]
HOURS PER WEEK: 40	SALARY: [REDACTED]	# OF EMPLOYEES SUPERVISED: 1

DUTIES:

Daily Duties: Supervise inmates, maintain safety and security throughout facility, investigate potential crimes that occur in facility

Booking Coordinator Duties: Supervise inmates and staff in booking, ensure accuracy of release paperwork, release inmates to street or other facilities, respond to emergencies around jail, maintain positive relationship with the public

Booking Desk Duties: Read, understand and enter court paperwork into computer system, interview new inmates, enter charges and information from detainer forms into computer, supervise inmates, respond to emergencies around jail, maintain positive relationship with the public

Field Training Officer Duties: Teach essential job functions to new employees, have extensive knowledge of policies and procedures in the jail, evaluate new employees, manage new employee behavior, manage veteran employee behavior in regards to new employees, teach new policies and procedures to veteran staff

Use of Force Instructor Duties: Teach use of force policies, procedures and techniques to new and veteran staff members, manage use of force situations, write reports, be an asset to all staff members and supervisors in regards to use of force situations, maintain high proficiency in all use of force techniques

REASON FOR LEAVING:

[REDACTED]

DATES: From: 1/2008 To: 7/2012	EMPLOYER: Cub Foods	POSITION TITLE: Loss Prevention Agent
ADDRESS: (Street, City, State, Zip Code) 7555 West Broadway, Brooklyn park, Minnesota 55428		COMPANY URL:
PHONE NUMBER: [REDACTED]	SUPERVISOR: Josh Ceaser - District Loss Prevention Manager	MAY WE CONTACT THIS EMPLOYER? [REDACTED]
HOURS PER WEEK: 40	SALARY: [REDACTED]	# OF EMPLOYEES SUPERVISED:

DUTIES:

Detect and arrest shoplifters

Prepare detailed reports for police

Investigate internal theft

Investigate fraud

Investigate forgery

Investigate organized retail crime

Building security checks

respond to medical emergencies in store

REASON FOR LEAVING:

[REDACTED]

DATES: From: 8/2007 To: 1/2008	EMPLOYER: Movie Gallery	POSITION TITLE: Senior Customer Service Associate
ADDRESS: (Street, City, State, Zip Code) 9371 Cedar St, Monticello, Minnesota 55362		COMPANY URL:
PHONE NUMBER: [REDACTED]	SUPERVISOR: Todd Horan - Manager	MAY WE CONTACT THIS EMPLOYER? [REDACTED]
HOURS PER WEEK: 30	SALARY: [REDACTED]	# OF EMPLOYEES SUPERVISED:

DUTIES:

Customer Service

Open store

Close store

Count cash

Prepare deposits

Clean

REASON FOR LEAVING:

[REDACTED]

DATES: From: 1/2008 To: 1/2008	EMPLOYER: DeAngelos	POSITION TITLE: Delivery Driver
--	-------------------------------	---

ADDRESS: (Street, City, State, Zip Code) 9351 Cedar St, Monticello, Minnesota 55362		COMPANY URL:
PHONE NUMBER: [REDACTED]	SUPERVISOR: Adam - Manager	MAY WE CONTACT THIS EMPLOYER? [REDACTED]
HOURS PER WEEK: 10	SALARY: [REDACTED]	# OF EMPLOYEES SUPERVISED:
DUTIES: Deliver food orders Take telephone order Clean cash out tips and delivery money		
REASON FOR LEAVING: [REDACTED]		
DATES: From: 9/2006 To: 5/2007	EMPLOYER: J.H. Fagan Co	POSITION TITLE: Warehouse Assistant
ADDRESS: (Street, City, State, Zip Code) 3340 Winpark Dr, Crystal, Minnesota 55427		COMPANY URL:
PHONE NUMBER: [REDACTED]	SUPERVISOR: Rod Therrien - Warehouse Manager	MAY WE CONTACT THIS EMPLOYER? [REDACTED]
HOURS PER WEEK: 40	SALARY: [REDACTED]	# OF EMPLOYEES SUPERVISED: 0
DUTIES: Shipping product Receiving product Computerized order scheduling Manage warehouse while manager is out of building		
REASON FOR LEAVING: [REDACTED]		
DATES: From: 8/2006 To: 9/2006	EMPLOYER: Manpower Inc	POSITION TITLE: Temporary Employee
ADDRESS: (Street, City, State, Zip Code) 505 N Hwy 169 Suite 170, Plymouth, Minnesota 55441		COMPANY URL:
PHONE NUMBER: [REDACTED]	SUPERVISOR:	MAY WE CONTACT THIS EMPLOYER? [REDACTED]
HOURS PER WEEK: 15	SALARY: [REDACTED]	# OF EMPLOYEES SUPERVISED: 0
DUTIES: Sort mailed in DVD's Mail out ordered DVD's Clean		
REASON FOR LEAVING: [REDACTED]		
DATES: From: 4/2005 To: 8/2006	EMPLOYER: Movie Gallery	POSITION TITLE: Assistant Manager
ADDRESS: (Street, City, State, Zip Code) 9371 Cedar St, Monticello, Minnesota 55362		COMPANY URL:
PHONE NUMBER: [REDACTED]	SUPERVISOR: Todd Horan - Manager	MAY WE CONTACT THIS EMPLOYER? [REDACTED]
HOURS PER WEEK: 30	SALARY: [REDACTED]	# OF EMPLOYEES SUPERVISED:
DUTIES: Helping to resolve customer and employee conflicts Customer Service Count cash Prepare deposits Clean		
REASON FOR LEAVING: [REDACTED]		
DATES: From: 4/2004 To: 8/2004	EMPLOYER: Gever Rental	POSITION TITLE: Tent Cleaner/Laborer

ADDRESS: (Street, City, State, Zip Code) 1816 St. Germain, St. Cloud, Minnesota 56301		COMPANY URL:
PHONE NUMBER: [REDACTED]	SUPERVISOR: Zaldie Kruchten - Tent Manager	MAY WE CONTACT THIS EMPLOYER? [REDACTED]
HOURS PER WEEK: 25	SALARY: [REDACTED]	# OF EMPLOYEES SUPERVISED: 0
DUTIES: Deliver and set up rental equipment Clean and store rental equipment		
REASON FOR LEAVING: [REDACTED]		
DATES: From: 5/2003 To: 4/2004	EMPLOYER: River Inn Steakhouse and Saloon	POSITION TITLE: Cook
ADDRESS: (Street, City, State, Zip Code) Hwy 25 and Co Rd 11, Monticello, Minnesota 55362		COMPANY URL:
PHONE NUMBER:	SUPERVISOR: Ken Morse - Kitchen Manager	MAY WE CONTACT THIS EMPLOYER? [REDACTED]
HOURS PER WEEK: 30	SALARY: [REDACTED]	# OF EMPLOYEES SUPERVISED:
DUTIES: Prepare food items Clean and maintain kitchen area Customer service		
REASON FOR LEAVING: [REDACTED]		
DATES: From: 4/2002 To: 6/2003	EMPLOYER: Dairy Queen	POSITION TITLE: Cook
ADDRESS: (Street, City, State, Zip Code) 100 6th St, Monticello, Minnesota 55362		COMPANY URL:
PHONE NUMBER:	SUPERVISOR: Gayle - Manager	MAY WE CONTACT THIS EMPLOYER? [REDACTED]
HOURS PER WEEK: 25	SALARY: [REDACTED]	# OF EMPLOYEES SUPERVISED: 0
DUTIES: Prepare food items Clean and maintain kitchen area Customer service Operate cash register		
REASON FOR LEAVING: [REDACTED]		

CERTIFICATES AND LICENSES**TYPE:****ADDITIONAL INFORMATION**

Nothing Entered For This Section

REFERENCES



Agency-Wide Questions

1. **Have you ever been employed by the City of Minneapolis?**

No -- I have never been employed by the City

2. **For City of Minneapolis employees, in which department do you work?**

3. **For City of Minneapolis employees, please provide your job title.**

4. **For City of Minneapolis employees, please provide your employee ID or Badge number.**

5. **Do you have any related persons who work for the City of Minneapolis?**

6. **If you answered "Yes" to the nepotism question above, provide the related person's name, department they currently work in at the City, and their relationship to you.**

7. **Are you a veteran who is requesting Veterans' Preference Points? If yes, complete and attach to your application the Veterans Preference Form and your DD-214 showing discharge type.**

No

8. **The City of Minneapolis provides applicant notifications and status updates electronically.**

I understand that all notices and status updates will be sent to the e-mail address I provided in my application.

Job Specific Supplemental Questions

- 1. **I understand that giving false information at any time throughout this examination will result in disqualification from this examination.**
Yes
- 2. **I have read the job announcement and meet all required qualifications.**
Yes
- 3. **I am P.O.S.T. Eligible and I understand that I must submit my proof of P.O.S.T. with my application to be considered further. Once I have submitted my application, I understand that I can not go back to make changes or additions.**
Yes
- 4. **How many years of previous full-time, sworn experience do you have?**
None
- 5. **Do you have a Bachelor's Degree?**
No
- 6. **Do you have a Master's Degree?**
No
- 7. **Are you a Minneapolis resident?**
[Redacted]
- 8. **Have you ever been a Minneapolis Police Reserve or Explorer?**
No
- 9. **Have you applied with MPD in the past 3 years and been disqualified for intentional falsification or misrepresentation of information or material used for selection or employment purposes? (Civil Service 6.12F)**
[Redacted]
- 10. **Are you listed as a "Respondent" of a current Restraining or Harassment Order of Protection? (MPD Standard)**
[Redacted]
- 11. **Are any of the following statements true? (MPD Standard) •You are listed as a defendant or suspect in any pending or active criminal case •You have an outstanding warrant •You are considered to be a fugitive from justice**
[Redacted]
- 12. **Have you ever been convicted (adult conviction) of any of the following? (MPD Standard) •Mistreatment of residents or patients •Abuse or neglect •Financial exploitation of a vulnerable adult or child •Failure to report maltreatment of a vulnerable adult or child •Disorderly conduct in regards to a vulnerable adult or child**
[Redacted]
- 13. **Are you able to fluently speak, write, and understand any of the following languages? (Check all that apply)**
None of the above
- 14. **Have you been suspended or terminated in the last 10 years from employment? If so, list why, when, and the outcome.**
[Redacted]
- 15. **List all of your traffic offenses in the last 10 years including DWI. Do not include warnings. If so, list why, when, and the outcome (also are you on probation unsupervised/supervised?).**
[Redacted]
- 16. **List all of your criminal offenses in the last 10 years including if you were listed as a suspect and never charged. If so, list why, when, and the outcome (also are you on probation unsupervised/supervised?).**
[Redacted]
- 17. **Have you been listed as a plaintiff or defendant in any civil litigation (lawsuit) in the last 10 years? Explain.**
[Redacted]

18. How did you find out about this position? (Select all that apply)

[Redacted]

19. Please specify where you heard about this position (e.g., website name, City of Minneapolis employee name, job fair, professional association).

[Redacted]

The following terms were accepted by the applicant upon submitting the online application:

Please review your application to ensure that all sections have been completed. Incomplete applications will not be considered further. Although completing the demographics section is not required, we are requesting this data to help us measure our diversity efforts.

Be advised, any information you provide as an applicant or employee during your service with the City of Minneapolis, may be used by the City for a variety of purposes under human resources rules, collective bargaining agreements or as required by law. This includes, but is not limited to, performance appraisals and discipline.

By clicking on the "Accept" button, I hereby certify that every statement I have made in this application is true and complete to the best of my knowledge. I understand that any false or incomplete information could result in the rejection of my application or dismissal if I am hired. I understand that if I do not fully complete the online application sections that my application may be considered incomplete and not further considered. I understand that I may be required to verify any and all information given on this application. I understand that I will have to produce documentation verifying identify and employment eligibility in the U.S. I understand that the City of Minneapolis may contact prior employers and other references.

This application was submitted by Ryan [Redacted] Keyes on 1/13/17 8:24 AM

Signature _____

Date _____

**Minneapolis Police Department
Personnel File**

ASSIGNMENT

SECTION

Employee: KEYS, RYAN

Badge / Employee Number: 3714

Rank History

Close

Rank History for: Ryan Keyes
Employee ID Number: 003714

Add Rank

Edit	Delete	Rank	Start Date	EndDate	Adjusted Days	Seniority Start Date	Hiring Year	Hiring Order	Reason
Edit	Delete	Police Officer	12/19/2017		0	12/19/2017	2017		Promotion
Edit	Delete	Police Recruit	8/7/2017	12/18/2017	0	8/7/2017	2017		hire

Unit Assignment History

Close

Add Historical Assignment

Assignment(s) for: Ryan Keyes
 Employee ID Number: 003714

Edit	Delete	Unit Assignment	Assignment Type	StartDate	EndDate	Name Change
	Delete		Primary	8/7/2017	12/30/2017	
			Temporary	12/31/2017	1/24/2018	
			Temporary	1/25/2018	2/5/2018	
			Temporary	2/6/2018	3/3/2018	
			Primary	12/31/2017	7/21/2018	
			Temporary	3/4/2018	7/21/2018	
Edit			Primary	7/22/2018		

**Minneapolis Police Department
Personnel File**

**AWARDS &
COMMENDATIONS**

SECTION

Employee: Keyes, RYAN

Badge / Employee Number: 3714

**Minneapolis Police Department
Personnel File**

TRAINING

SECTION

Employee: Keyes, RYAN

Badge / Employee Number: 3714

Training Records

Training History for: Ryan Keyes

Employee Id: 003714

Total Continued Education Credits: 219.0

Total Instructor Credits: 0.0

(Add training that are not associated with an existing Event/TimeSlot)

		Course	Start Date	End Date	Grade	Continued Education Credits	Instructor Credits	Make	Model	Serial #	Comment
Edit	Delete	2018 Annual Shot Gun Training, ONLY, August - September, Multiple Dates	9/6/2018	9/6/2018	Not Assigned	5.00					
Edit	Delete	2018 Annual CIT/IMPACTS, ONLY, August - September, 2018	9/6/2018	9/6/2018	PASS	4.00					
Edit	Delete	2018 Procedural Justice and NARCAN Training Program, GROUP B, JULY - SEPTEMBER DATES	7/19/2018	7/19/2018	Not Assigned	7.00					
Edit	Delete	2018 CIT Training Program, April 9-13, 2018	4/13/2018	4/13/2018	Not Applicable	35.00					
Edit	Delete	2018 CIT Training Program, April 9-13, 2018	4/12/2018	4/12/2018	Not Applicable	35.00					
Edit	Delete	2018 CIT Training Program, April 9-13, 2018	4/11/2018	4/11/2018	Not Applicable	35.00					
Edit	Delete	2018 CIT Training Program, April 9-13, 2018	4/10/2018	4/10/2018	Not Applicable	35.00					
Edit	Delete	2018 CIT Training Program, April 9-13, 2018	4/9/2018	4/9/2018	Not Applicable	35.00					
Edit	Delete	2018 PIMS Basic Patrol Training Program, March 26-28, 2018	3/28/2018	3/29/2018	Not Applicable	7.00					
Edit	Delete	2018 PIMS Basic Patrol Training Program, March 26-28, 2018	3/27/2018	3/28/2018	Not Applicable	7.00					
Edit	Delete	2018 PIMS Basic Patrol Training Program, March 26-28, 2018	3/26/2018	3/27/2018	Not Applicable	7.00					
Edit	Delete	2018 Annual Handgun Qualification and Gas Mask Fit Testing, January 2 - 19, 2018	1/17/2018	1/17/2018	PASS	1.00					
Edit	Delete	2018 Super Bowl LII, Law Enforcement Officer Orientation, January 10, 2018	1/10/2018	1/10/2018	Not Applicable	6.00					
Edit	Delete	2017 Procedural Justice Module 2-Academy (Nov 27)	11/27/2017	11/27/2017	Not Applicable	0.00					
Edit	Delete	2017 Procedural Justice Module 3-Academy (Nov 09)	11/9/2017	11/9/2017	Not Applicable	0.00					
Edit	Delete	2017 Procedural Justice Module 1-Academy (Nov 01)	11/1/2017	11/1/2017	Not Applicable	0.00					
Edit	Delete	2017 FEMA-IS-00100.leb Introduction	10/24/2017	10/24/2017	PASS	0.00					Academy Course

		to Incident Command System for LE									
Edit	Delete	2017 FEMA-IS-00200.b ICS for Single Resources and Initial Action Incidents	10/24/2017	10/24/2017	PASS	0.00					Academy Course
Edit	Delete	2017 FEMA-IS-00700.a Introduction to National Incident Management System	10/24/2017	10/24/2017	PASS	0.00					Academy Course
Edit	Delete	2017 FEMA-IS-00800.b Introduction to National Response Framework	10/24/2017	10/24/2017	PASS	0.00					Academy Course
Edit	Delete	2017 DVS Security and Confidentiality of Data and Records E-learning Module for New Employees (var)	10/15/2017	10/15/2017	Not Applicable	0.00					Academy Course